

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

OCTOBER 16 - 17, 2003

9:00 AM

## MINUTES

### THURSDAY SESSION

Chairman Pete Crow called the meeting to order at 9:01 a.m. The roll call was taken and a quorum of the Council was present. Chairman Crow lead the Pledge of Allegiance to the flag.

Chairman Crow introduced and welcomed Mr. Dave Johnson, from the ironworker trade, as the new Council member representing employees.

Greetings were given by Dennis Larson, Labor & Industries Region 6 Insurance Consultation Program Manager. Mr. Larson also introduced information on "You Are The One" classes on safety.

**MINUTES:** M/S/C July 17 & 18, 2003 as written

### **CERTIFICATES OF MERITORIOUS SERVICE:**

<u>Name</u>	<u>Organization</u>
Clinton (Jack) G. Ilenstine (CG)	Ironworkers JATC #14
Richard E. Pansie (Posthumously awarded)	Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee
Jerome Sirek	Northeastern Washington-Northern Idaho Sheet Metal Apprenticeship Committee

**CORRESPONDENCE:** M/S/C as presented

### **REPORTS:**

#### State Board for Community and Technical Colleges

Rebecca Rhodes with the State Board for Community and Technical Colleges reported that she had items stemming from this last legislative session that she gave an update on. She passed around two handouts.

First of all, as we know, the legislature passed 1061, which is a bill that charged the State Board with looking at ways to expand access to degrees for apprentices. As part of that process, we put together a work group this summer of apprenticeship practitioners who spent four months meeting and looking at what the current practices and issues are.

You have a complete list on the orange paper of all those that participated in the work group. The work group identified what they felt are barriers for apprentices earning degrees. And as the next

stage of this process, where we put together a policy work group that's going to be taking the work that the first group did and looking at some recommendations that we can make to the legislature about how to improve access to degrees.

On the back of the orange handout is a list of members. Ms. Rhodes pointed out that three Council members: Mr. Crow, Mr. Kaiser, and Ms. Crane, are serving on that, as well as other members of the audience.

Ms. Rhodes encouraged everyone if they have concerns or information that they want to make sure is covered, to please make sure they talk with someone who's going to be serving on that committee to make sure that all interests from their program and perspective are addressed.

The second item that we have is, as mentioned to you at the last quarterly meeting, that the legislature looked at higher education and asked all of higher education to reduce the amount of tuition waivers that they give out. And for us, in a community and technical college system, they gave us a \$3.5 million additional budget cut for the '04-'05 year with the expectation that we would make up that budget cut by reducing the amount of waivers that we give. We do have the option of not changing everything and taking the \$3.5 million cut.

What the State Board has done, though, is said that this is an opportunity to look at all the waivers that we issue. The yellow handout, on the back page, there's a list. You'll see there are several different kinds of waivers we give. There are three waivers that are controlled at the State Board level, apprenticeship, parent education, and basic skills, ABE, ESL, GED.

There's also a whole list of waivers that we call "college option waivers." Waivers that the legislature gave colleges the authority to issue if they choose to. So what the State Board has done is actually put together four work groups around each of these areas – apprenticeship, parent education basic skills, and then the college option waivers, to look at those.

What we've done for apprenticeship is actually combined that with the worker groups we have going for 1061, since we already have experts in the room. So we're working on that. The yellow sheet has a time line for you where information will be going to our State Board.

There is a policy task force that's going to be looking at information from all the waivers and making recommendations to our State Board beginning in late January.

### **Workforce Training and Education Coordinating Board**

Beth Thew brought a report from Ellen O'Brien Saunders, Executive Director of the Workforce Education and Training Board. Ms. Thew is a member of that board and representing labor. The first Youth Council Institute was held late in September in Kennewick. This event convened over 175 youth council members, workforce development council leaders and staff, and state leaders from many organizations to assess their progress to meet the youth related strategies from High Skills, High Wages 2002.

The apprenticeship community was well represented by Pam Doss, L&I coordinator from the Tacoma area, who hosted rotating clinics. Three featured workshops highlighted 'Engaging Business and Parents in Apprenticeship', the 'Healthcare Connection to Apprenticeship' model, and the 'Get Electrified School to Apprenticeship' program.

Then the third workforce leadership conference, the demographic imperative was just wrapped up on October 8th in Wenatchee. The meeting conversation from this event will continue as we examine how we address the growing retirement age workforce and the pipeline implications to replace these workers. These topics will be crucial in Washington State to construction-related fields, especially the long-term infrastructure and transportation improvement forecast to peak in the next five to ten years.

We're delighted to report that the airport security screeners project received the Governor's Best Practice Award at the Workforce Leadership Conference this year. Work jobs, which operate the airport jobs center at Sea-Tac Airport, anticipated projected layoffs of low-English-proficiency security screeners when Congress created the Transportation Security Administration after September 11th.

Port Jobs worked with many partners to help 400 of these workers retain their jobs with vocational "English as a second language" course and related classes, and helped dislocated screeners with intensive retraining services. And note, Port Jobs executive director is Susan Crane. The partners in this project included Port Jobs, which included Huntly, CTS, Olympic Security and Transportation Security Administration, South Seattle Community College, the Fluency Group, American Immigration Lawyers Association, King County Bar Association Newcomers Project, King County Dislocated Workers Project, and the Airport Security Outreach Project, including Renton WorkSource, Seattle King County Workforce Development Council, Seattle King County Rapid Response Team, and the Workers Center AFL-CIO.

The focus of the Workforce Leadership Conference was the demographic imperative. And out of that we also shared the workforce focus research briefs on targeted populations. Ms. Thew had a handout on this. It's easy to read, quick, and simple.

### **Employment Security Department**

Jess Wilson, reported that he had four things to report to the Council and membership.

The first two deal with the Trade Assistance Act. The number one thing here is the health coverage credit that may be related to the trades industry. If the industry is affected by the Trade Act, they may be eligible for a 65-percent tax credit for health insurance premiums. We do have a contact person for that program, a coordinator that can be reached at (866)628-4282.

The other piece on the Trade Act has to deal with wage subsidy, demonstration project for workers 50 or older. If, again, they're affected by trade, then they are eligible to receive a 50-percent difference over reemployment within a two-year window. So if they take a job that's less than what they currently had prior to their employment being terminated again, if it's affected by the Trade Act, they're eligible to receive 50-percent difference. Again, if you have any questions on that, you are to contact your Trade Act administrator at the local WorkSource centers around the state.

Beth Thew just talked a little bit about a couple projects that I was going to briefly discuss. It has to do with the Workforce Enforcement Act, discretionary funds for incumbent workers. One of them she had mentioned was Healthcare Apprenticeship Training as well as the youth school to electrical – Get Electrified School to Apprenticeship – both of those out of Pierce County. We're

proud to be a partner in those in managing contracts for incumbent workers in those two trade-related industries.

We'd also like to point out that Pierce County also has a construction Spanish program that they're managing for the trades-related industries as well. The healthcare and the youth school to electrical apprenticeship both received promising practices awards from the Governor recently.

And then finally, there is an incentive grant. It's Section 503 that has been awarded to Washington State for \$3 million. This incentive grant, all the 12 workforce development areas from around the State are eligible to receive it. The application deadline was September 30, but there's a second application deadline of October 31st. Seattle County, King County, and Eastern Washington partnership have already applied for the first deadline. Their application is already in for part of that money. But the other ten areas from around the state still have until the end of this month to apply for those dollars. Again, this is incentive money based upon performance under the Workforce Investment Act.

### **Apprenticeship Training, Employer, and Labor Services (ATELS)**

Anne Wetmore, Washington State director for the U.S. Department of Labor ATELS had five activities to report on in the federal government. The five activities being reported on have to do with things that have been happening that will advance the Council's goal of advancing apprenticeship into new and emerging occupations.

First, in August, in Denver, Nancy Mason, myself, and six of the apprenticeship coordinators attended training on sales and promotion of apprenticeship to new industries. It was a three-day training. It was provided by Department of Labor ATELS. Thanks to Patrick Woods, Nancy Mason, the Council, and whoever else helped in finding the resources to pay for the travel for the State staff to go. It was a very beneficial event for all of us. We had over 20 states that we worked with and federal and state apprenticeship staff on this training. There was a lot learned from each other and from the training.

Also, thanks to Nancy Mason for her continuing to serve as a co-chair on the national new and emerging apprenticeship task force. She's been real instrumental in that and helping us on a national level, and that has been great.

Secondly, Washington State was selected to be one of five pilot sites nationally working with CAEL, Council for Adult Experiential Learning. They received a grant from us, from the Department of Labor, to develop career lattices in healthcare. One key component is developing a licensed practical nurse apprenticeship program, and that is what we'll be working on with the CAEL folks. We'll be hiring a coordinator, probably next week, and that person will be on board and we will be bringing reports to the Council on the progress of that.

It's the first time we're working on licensing within healthcare, getting into the nursing arena. We've held meetings. We've talked with over 200 different healthcare workforce professionals from WDC's local, the State folks, the employers, and Labor Union Submersing Commission. We've already got the word out about it and we're getting input from other people that there's a lot of interest in this. We need to find more capacity for training LPNs and other healthcare workers.

Third, to mention before the Council today is that we'll see some revision of the standard for the cosmetology apprenticeship program. Just wanted to remind you that this cosmetology

apprenticeship bill was signed in the law the last session. A lot of hard work went into that we all worked on. But the hard work didn't continue with the passing of the bill and the signing of the law. We had to work with Department of Licensing on getting the WACs rewritten to bring in apprenticeship as a career pathway. And now revisions have been made to the standards to reflect this new law.

Ms. Wetmore recognized Kay Hirai and Noreen Bowdon, who are here from the cosmetology apprenticeship program. If you'd stand for a second. And Lynn Wilson has also helped. They have done a lot of work for this industry. They have been before you over the years. They're really doing a great job as cosmetologists.

What is so great about this new apprenticeship of cosmetology – it creates a second career pathway for a person who wants to go into cosmetology. Previously, the only thing you could do if you wanted to be a cosmetologist is go to school full-time for 1600 hours, then take your licensing exam, then go in and start learning on the job.

This way a person will be able to come into an apprenticeship salon, working under the apprenticeship program, and actually be able to work on hair throughout their apprenticeship, learning on the job, making a living wage, not a commission, an actual salary with benefits. It's just a great thing for this industry for the employers and the workers themselves. We'll keep posted on how that works, and you'll hear from them later on.

Fourth, another apprenticeship program that is doing really good things – The Washington Public School Classified Employees JATC. They have been working closely with the Office of the Superintendent of Public Instruction. The No Child Left Behind Act was federally mandated. It mandates that by January '06 many of the peer professional occupations in our schools, the people either have to have a two-year degree or two years of college or pass a rigorous assessment to meet and to be able to stay in their jobs. This is teachers' aids, Para educators, etc.

Finally, we have the approval now from OSPI that apprenticeship will meet the rigorous assessment. This is going to keep a lot of people from losing their jobs, actually, that have been in the school system for years, and are not able to just quit and go back to school for a year or two. Tim Bush really worked hard for the workers. There will be nine occupations that are trained for apprenticeship that now will meet this requirement. You'll probably see some revisions in the next Council meeting. They need to add one class or two, and then they'll be done.

Fifth, there was a New Emerging Apprenticeship meeting yesterday afternoon. This is the third quarter we have had this meeting. We put out a survey to all the apprenticeship programs to see who is interested in participating in New Emerging Apprenticeship program to talk about issues and challenges and that type of thing. From the response of the survey, there has been a request to try to meet in the Puget Sound area, at least for a time, where people can attend that can't come to the Council meetings. So we're going to look at hosting a meeting in early December. We would like to invite any of the Council members that are interested in hearing from these folks of the new programs and what their issues and challenges are and what we want to work on together. We'll let you know when that is. We would like to invite the Council to attend this meeting.

Mr. Link wanted to know if there was a chance that this new mandate – “No Child Left Behind” – would have any money tied to it or would the Trade Act dollars be taken away and put there?

Ms. Wetmore responded that it was mandated with no funding and that she does her best to get funding. Apprenticeship is going to help them get through it. And if we can get some funding for apprenticeship to help it move along, that's great.

Ms. Mason addressed the Council that Anne has done a great deal in getting assistance to this state. Getting the Washington State folks to go to the Denver training is part of her effort. Also, the CAEL grant was really Anne's effort with Laura Ginsburg, the grant administrator at DOL, to get the CAEL person sent to the state. Anne worked by getting funding for apprenticeship when she worked for the Department of Labor and Industries, and she continues to get resources, if she possibly can, to apprenticeship in this state. So, thank you Anne.

### **Office of Superintendent of Public Instruction**

Moe Broom from the Career and Technical Education Unit with OSPI reported on four items.

Over the last year we have worked with, along with everybody else in education, the No Child Left Behind issues. But we've also worked on new standards for the career and technical education of OSPI, four accomplishments that we have accomplished over the last year's time, and some of these will still continue.

We have just completed the alignment process so all of our programs in career and technical education are aligned to the classification and instructional program codes with the U.S. Department of Education, which is also the same coding system the community and technical colleges use. So we are getting closer to that seamless secondary-to-postsecondary transition for students. And this especially affects the career and technical education area and the areas with the apprenticeship programs in the community colleges.

We have also just completed and posted our new leadership and employability standards for postsecondary education that sets really strict parameters of what's taught in the areas of leadership and employability skills, scan skills in the postsecondary area.

We are developing model frameworks for all programs in career and technical education in the State of Washington. A lot of those have involved apprenticeship programs in carpentry and a number of different areas. We've just completed law enforcement, firefighting, and the automotive areas. We are working on construction this year and some of the machining skills will be under development this year. That is an ongoing process. We assume it is going to take about five years to complete. We do involve industry and the apprenticeship folks in that process.

We are in the final phase of the new CTE career and standards that set forth as a request by the state legislature. So we will have standards in place for all career and technical education courses in the State of Washington for secondary education. That should go into policy by the end of this year, or in January of next year.

The final thing is that we are working along with the curriculum and instruction department at OSPI to align all career and technical education programs with the needs of No Child Left Behind and the State WASL testing. So we will have the academic components incorporated in all CTE classes by probably this time next year, which will ensure that career and technical education will survive in the secondary system.

### **Higher Education Board**

David Crutchfield, the newest program associate at the Higher Education Coordinating Board, who works specifically in the area of veterans and military education, gave the report. The state-approving agency is responsible for approval and monitoring of education and training programs for the use of veterans' education benefits.

We have three priorities. One is outreach to the veteran population in our state. The second priority is to promote apprenticeships. And the third priority is to provide technical assistance to those apprenticeship programs through the certification process. And once those programs are certified, then veterans are allowed to access their GI Bill benefits as they're working as apprentices.

Our staff appreciates the support that the Council provides to our efforts. With that support, we are allowed to accomplish our mission, and our veterans can succeed in their chosen apprenticeships. Thank you.

### **Labor and Industries Affirmative Action Advisory Committee**

Nancy Mason reported that the Labor and Industries Compliance Review and Retention met yesterday. The new co-chair from Western Washington, Peter Guzman, from Tacoma, was introduced. John Barkly, the program manager for the Pacific Northwest TERO, gave a presentation on TERO to the group. John Littel spoke on updates on WorkKeys.

And we also had a speaker from the State of Alaska representing Helmets to Hardhats and the transitioning, getting people out of the military and into apprenticeship programs around the country. They're developing a national database.

Jamie Krause, from the Thurston County Workforce Development Training Council, spoke about her issues and a concern of hers that apprenticeship meet with people in the local areas that have people getting out of the service at Fort Lewis, McCord, Bangor, and Fairchild so that we can get people into the apprenticeship system.

### **Labor and Industries Apprenticeship Retrieval Tracking System (ARTS) Upgrade**

Nancy Mason reported that the Department of Labor and Industries staff Michael Thurman and Larry Whalen gave a training class in Western Washington in Renton to programs on how to use the new electronic forms that are available on the Internet.

Michael gave another presentation in Spokane on Monday, and there will be a third presentation training session with people interested in learning how to use our internet website and electronic forms in January at the Apprenticeship and Council meeting.

### **General Administration, State of Washington**

Nancy Mason reported that John Lynch, assistant director at General Administration, and responsible for the division of engineering and architectural services, was unable to be here today. We have the usual printout from John that we'll make available on the Council's table.

### **Oregon State Apprenticeship and Training Council - none**

### **Washington State Coordinators' Association**

The Coordinators welcomed Mr. Johnson to the Council.

Bill Bowser reported that they had their meeting yesterday at 1:00. Nancy Mason gave a report, talked about the ARTS system and all that it can do. Sounds like it can do a lot. We're anxious to see that working and see how it can support the apprentice system.

Anne Wetmore gave a report as previously here this morning.

Chuck Danner gave a report from the Eastern Washington Coordinators' Association.

Mr. Bowser talked about work picture, new partners with Spokane Community College, and made the announcement for the dance class.

Lee Nugent gave a report from the Western Washington Coordinators' Association. We talked about the disaster response training and how that is a good tool for us to use as coordinators in training our apprentices and journey level. We also talked about the Helmet to Hardhat Program. A number of us are participating in that and actually looking at possibly modifying standards to accommodate that.

Marvin Jenkins with Department of Transportation expressed gratification for the successful partnership that he's had with many coordinators over the past 12 years and especially appreciation to Bob Roberts, who he worked with early in his career.

Under Good and Welfare Johanna Dugger from ANEW gave a report and requested participation for curriculum advisory and handed out forms for that.

### **Secretary, Washington State Apprenticeship and Training Council**

Patrick Woods reported on some key things that have happened during the last three months, since our last meeting.

One is a hearing of the Senate Commerce and Labor Committee in Yakima in August. I was glad we were able to have two Council members to participate, Melinda Nichols and Karen Carter. That was a very productive meeting. I think it helped dispel some of the myths surrounding apprenticeship with the committee, emphasized the importance of apprenticeship in dealing with the workforce issues. In addition, we have ongoing discussions with the committee on ways that they would like sending it across the entire state.

One last thing I should mention. The federal government is continuing to emphasize apprenticeship on a national level. Nancy and I have been invited to go back east again. Unfortunately, we cannot do that because we have our own off-site with our customers. At those off-sites, we ask them three questions: What do we do well, and how do we improve? We don't want to give that up, so Nancy and I will be staying here in Washington. But there will be representation back east when those discussions are taking place representing Washington's interests.

### **WSATC Compliance Review and Retention Subcommittee**

Melinda Nichols gave a report on the Compliance Review and Retention Subcommittee meeting that was held yesterday at 9:00. We had as a guest speaker, John Barkly, who is acting TERO program manager, Confederated Tribes Umatilla Indian Reservation, Pemberton, Oregon. He



spoke about TERO, which is Tribal Employment Rights Ordinance. Bonnie Blake of WSDOT, who is a compliance officer, followed up with WSDOT's role with TERO. It was a very good presentation, and I think people learned a lot.

**In terms of the business before the subcommittee:**

Number one: Benton Rural Electric Association Apprenticeship Committee – it was moved, seconded, and passed to find the program has complied with the recommendations of the committee by submitting their affirmative action plan and recruitment plan.

Number two: Georgia Pacific Local No. 5 Apprenticeship Committee – moved, seconded, and approved to find the program in compliance by good faith efforts for '99 through 2002, and continue to work with L&I apprenticeship coordinator to assist them in creating a broader pool to the entry points of the plant as the economy allows.

Number three: Grays Harbor Area Carpenters and Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by good-faith efforts from '99 to 2001 and by numbers for 2002 and for women by good-faith efforts from '99 to 2002. And added appreciation for their efforts of their latest hires have looked good for both women and minorities.

Number four: Northwest Masonry Apprenticeship Committee – moved, seconded, and approved to have the program come to the April 2004 meeting to tell us why they should not be sanctioned for their failure to admit females into their apprenticeship program.

Number five: Inland Pacific Chapter Associated Builders and Contractors sheet metal workers – moved, seconded, and approved to table any action on this program until the ALJ decision has been reached.

Number six: PASCO Millwrights Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by numbers for 2001, and by good-faith effort for 2002, out of compliance for women for 2001 and 2002. Compliance review for 2003 will be completed prior to reviewing this program at the April 2003 meeting.

Number seven: Seattle Heat and Frost Insulators and Asbestos Workers Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by numbers in 2001 and 2002 and for women by good-faith efforts in 2001 and 2002.

Number eight: Signal Electric Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by numbers and for women by good-faith efforts for 2001 and 2002.

Number nine: Washington State Culinary Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by numbers and for women by good-faith efforts in 2001 – 2002. The recommendation from the committee is for them to get their statistics straight. They have more people in the program than possible numbers. They need to sort their records out and come to our meeting in January 2004 to tell us that they have worked on their record keeping and that they have had regularly scheduled apprenticeship meetings.

Number ten: Western Washington Plasterers Apprenticeship Committee – moved, seconded, and approved to find the program in compliance for minorities by numbers and for women by good-

faith efforts for 2001 and 2002. If this program wishes to avoid sanctions, they need to get some women into the program. And the program is to come back at the April 2004 meeting and show us progress in getting women into their programs or face sanctions.

Number eleven: Western Washington Stationary Engineers Apprenticeship Committee – moved, seconded, and approved to find the program in compliance with minorities by numbers and out of compliance for women for 2001 and 2002. Keep monitoring this program to make sure that women are going to be a part of their apprenticeship so that we will not have to sanction this program at such point. Full compliance review for 2003 is to be completed and submitted before the April 2004 meeting. The program is to attend that April meeting.

#### **Under New Business of the subcommittee:**

There was a discussion of the new roles and responsibilities of the Compliance Review and Retention Subcommittee, formerly known as the Affirmative Action Subcommittee. The goal will be to provide opportunity, training and mentoring so that women and minorities and all apprentices can complete their apprenticeship program and become a part of “High Skill, High Wage” journey level workers in their respective trade or occupation.

There are long-term actions that will result. They will include things like reviewing programs that have less than 50-percent completion rate, examining when apprentices are dropped from programs and for what reasons, working with programs to find solutions to improving successful completion, and eventually setting completion goals for all programs to comply with. That would not be immediately, but in the future.

It was moved, seconded, approved to get information out in our report tomorrow at the Washington State Apprenticeship and Training Council meeting and that we continue to take input from apprenticeship programs at both the January and April 2004 quarterly meeting. That will give the apprenticeship committee enough time to give us thoughts and ideas about what we're discussing here today. After that we will formulate a plan on how to improve our retention and completion, and we will determine what parts of people's information that we will be investigating.

The meeting was adjourned at 12:00 p.m. That is my report.

M/S/C to approve.

#### **WSATC Tribal Liaison Subcommittee**

Ms Nichols reported that, at the request of Chairman Pete Crow, the Tribal Liaison Subcommittee was formed at the last apprenticeship council meeting.

Members of that committee included Reginald Kaiser, myself, and Karen Carter. Reginald and I attended a TERO meeting that took place last month. At that meeting we had a statement that we read into the record at the conference, which I will read now.

"The Washington State Apprenticeship and Training Council has had a long-standing goal of expanding apprenticeship wherever possible throughout the State of Washington. Currently there are approximately 12,000 apprentices around the State. The tribal entities and members represent a very real opportunity for mutually beneficial expansion of apprenticeship programs in the State of Washington and, in particular, on or near tribal lands and projects with tribal support.

There are a great many possibilities for increasing training opportunities on tribal projects and lands by utilizing the Washington State Certified apprenticeship system to train and develop tribal members in the various crafts and trades.

We believe that there are also particular needs and desires that tribes have regarding their members and how work is done under their jurisdiction. To this end, the apprenticeship system and programs could serve to meet those needs.

Washington State Apprenticeship and Training Council has appointed a subcommittee to work with interested tribal organizations and other tribal stakeholders to make apprenticeship a viable option, if the tribes deem that apprenticeships are of value to them as a training and development tool. This subcommittee is the first of its kind in the 60-year history of the council.

Tribal interests and concerns are important to the Washington State Apprenticeship and Training Council. And the Washington State Apprenticeship and Training Council would like communication to be as direct and useful as possible to assist in reaching, training, and development objectives, if this is a goal that tribes choose to pursue.

We meet quarterly around the state and would like to reach out to interested tribal parties. There may be other ways to achieve the goal of greater apprenticeship participation; this is only one effort. Other means and methods may become apparent through dialog with the Washington State Apprenticeship and Training Council and tribal entities.

The Washington State Apprenticeship and Training Council seeks to improve relations, gain greater understanding of tribal needs, and facilitate training opportunities through the apprenticeship system with tribal entities wherever possible. We believe that this could be accomplished best by listening and talking, visiting reservations and working with any tribal representatives possible. Let us begin.”

And to add to this report, this committee in discussions with Chairman Crow will be represented by the following individuals: Reginald Kaiser, Chair, Melinda Nichols, Susan Crane, Anne Wetmore, representing ATELS, a WSDOT representative will be solicited from WSDOT, a TERO representative will be solicited from TERO, Anita Tonasket, Chuck Danner, and support from Labor and Industries in the form of Todd Snider. We would request that Todd be allowed to have time to work on this initiative.

The Pacific Northwest TERO Fall Regional Program is going to be at the Yakima Nation Legend Casino on October 21st and 22nd. If you need information about this, I believe it's available on the information table. Yesterday they invited any apprenticeship folks to participate in this conference.

M/S/C to approve.

**WSATC Policy Subcommittee – none**

**WSATC Annual Report Subcommittee – none**

**WSATC Reciprocity Subcommittee – none**

**WSATC Special Subcommittee – none**

**WSATC Strategic Planning Committee – none**

**WSATC Tie-Breaker Committee – none**

**WSATC WAC/RCW Committee**

Ms Crane reported on two items from the WAC/RCW Committee to the Council.

The first is the RCW that Patrick mentioned in his report, which would be codifying the Governor's executive order into law so that we have that regardless of what kind of changes happen in the Governor's office. And the information on that is in tab 3 in your binders and, I'm assuming, also out front.

Basically, it takes the Governor's executive order, codifies it, requiring that in all projects that are under the Governor that are of a million dollars or more, an apprentice utilization requirement of 15 percent would be required.

And the Department's requesting that the Council agree to jointly sponsor the legislation in the upcoming session. I would say that I believe that the legislation could be strengthened because there is a section, which is Section 3, Sub 5, which requires reports to be made at the request of the Governor or the legislature. It does not have regular reporting requirements. I know that we have all been the beneficiaries of the reports that have been brought to us by general administration.

My concern, having worked on this sort of legislation also at the local level, is that if there is not some sort of an annual report on the data that is made available to the public and to all of us and that annual report also does not require information about waivers that are issued, that it is really a fairly weak piece of legislation. I think that what we want to do is make sure that we all know what's going on.

And what I would suggest is that the Council ask the Department in its work with the legislature to look at how we can add a requirement for annual reporting. Thank you.

The next piece is the WAC policy, and for Council members that is in tab 3 of your binders. You will find a CR 101 preproposal rulemaking and other related information on the subject of the apprenticeship program standards objection process, which we've all been working on for the last several Council meetings. The rulemaking is the result of the Policy Subcommittee, which has met several times to discuss possible refinements of the current apprenticeship program standards objection process.

As you may recall, that subcommittee developed a policy and form that were considered at the July 2003 Apprenticeship Council meeting. The Apprenticeship Council approved the form but sent the draft policy back to the subcommittee for further review. The subcommittee met again and revised the policy, which is also in your binders under tab 3 (also available on the Internet).

The rulemaking would seek to adopt rules consistent with this policy in order to clarify the apprenticeship program standard objection process. The policy and CR 101 rulemaking are now ready for the Council's approval. Thank you.

M/S/C to approve.

**WSATC Members – none**

## EXECUTIVE SESSION:

## UNFINISHED BUSINESS:

### 1. WASHINGTON BURGLAR & FIRE ALARM

Case No.: ALJ 02-07-18-1

M/S/C to approve.

### 2. The Department to review the existing standards to see if there are any standards in this state that allow for “DEMOTION” of an apprentice.

*M/S/C to table until next meeting, at which time the Department will be able to search and see how many programs are in the motion.*

### 3. WSATC Policy on Objections and Administrative Law Judge Referrals

(Presentation of draft policy by appointed subcommittee from April 2003 motion tabled to October 2003 meeting for discussion/presentation)

M/S/C to approve.

## NEW BUSINESS:

### 4. NORTHWEST WASHINGTON CARPET, LINOLEUM AND SOFT TILE APPRENTICESHIP COMMITTEE

Suspend program until further notice. Registered apprentice(s) to be canceled and/or transferred.

M/S/C to suspend program until further notice based on the information in front of us at this time, including the signed application and the National Labor Relation Board Agreement

#### New Standards:

If there are any objections to the following Request for New Standards: **Hair We Are LLC**, please complete and return the ‘Notice of Contest or Objection to Proposed Standards of Apprenticeship’ form available on the L&I Apprenticeship web site ([www.LNI.wa.gov/scs/apprenticeship](http://www.LNI.wa.gov/scs/apprenticeship)). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **September 26, 2003**.

### 5. HAIR WE ARE LLC

Cosmetologist

(DOT 332.271-010)

3,000 hours

M/S/C to approve with the SBCTC approved recommendation on the RSI.

#### Revised Standards:

If there are any objections to the following Request for Revised Standards: **Pioneer Industries Machinist Internal Apprenticeship Committee; Pioneer Industries Precision Sheetmetal Internal Apprenticeship Committee; or Washington State Cosmetology Apprenticeship Committee** please complete and return the ‘Notice of Contest or Objection to Proposed Standards of Apprenticeship’ form available on the L&I Apprenticeship web site ([www.LNI.wa.gov/scs/apprenticeship](http://www.LNI.wa.gov/scs/apprenticeship)). The Apprenticeship Section, Tumwater, Washington, must receive the original signed hard copy of Notice of Contest or Objection by **September 26, 2003**.

**6. BENTON RURAL ELECTRICAL ASSOCIATION APPRENTICESHIP COMMITTEE**

Change Cover Page: Change term of apprenticeship from **6000 to 7000** hour, here and throughout the standard

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

M/S/C to approve.

**7. CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE**

Replace all references of 'journeyman/men' to 'journey-level' workers

Section IV: Term of Apprenticeship

Section VI: Ratio of Apprentices to Journey Level Workers

Section VIII: Work Processes

M/S/C to approve with update into the new standards.

**8. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE**

Change "Hydro Mechanic" to "Generation Mechanic" on the cover page and throughout the standards

M/S/C to approve.

**9. CITY OF SUMAS LINEMAN APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

Section VI: Ratio of Apprentices to Journey Level Workers

**Convert to new WSATC standards format.**

M/S/C to approve with update into the new format and with the JATC agreeing to change "if deemed qualified by the committee" to read "lineman that meet the minimum qualifications of the standards".

**10. IBEW LOCAL UNION #76/SOUTHWEST WASHINGTON CHAPTER N.E.C.A. APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

M/S/C to approve with removal of Section II 2.A. 1-6

**11. INTALCO ALUMINUM CORPORATION JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

M/S/C to approve with the understanding that Section III A and B be used for “skill assessment” purposes only, **not** for selection, and pull Section II from request.

**12. MCCLEARY LIGHT, POWER LIGHT AND POWER MAINTENANCE APPRENTICESHIP STANDARDS**

Section I: Geographic Area Covered: (definition of service area only)

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

**Convert to new WSATC standards format.**

M/S/C to approve with update into the new format.

**13. NORTH CASCADE EYE ASSOCIATES**

Section I: Geographic Area Covered: (address changes)

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

M/S/C to approve with removal of "as of January 1 of 1999 the journeyman wage for this skilled occupation is \$14 per hour" from the revision request. This statement is no longer part of our standard format.

**14. PENINSULA LIGHT COMPANY APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

B. Equal Employment Opportunity Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section VIII: Training Director/Coordinator

Section X: Administrative/Disciplinary Procedures

Section XI: Committee – Responsibilities and Composition (quorum)

M/S/C to approve.

**15. PIONEER INDUSTRIES MACHINIST INTERNAL APPRENTICESHIP COMMITTEE**

Change Cover Page to: WESTERN WASHINGTON MACHINIST APPRENTICESHIP COMMITTEE

Section I: Geographical Area Covered (change to Western Washington)

Section II: Minimum Qualifications

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Committee – Responsibilities and Composition (committee type only)

M/S/C to approve.

**16. PIONEER INDUSTRIES PRECISION SHEET METAL INTERNAL APPRENTICESHIP COMMITTEE**

Change Cover Page to: WESTERN WASHINGTON SHEET METAL APPRENTICESHIP

## COMMITTEE

- Section I: Geographical Area Covered (change to Western Washington)
- Section II: Minimum Qualifications
- Section V: Initial Probationary Period
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section IX: Related/Supplemental Instruction
- Section X: Administrative/Disciplinary Procedures
- Section XI: Committee – Responsibilities and Composition (committee type only)

### **Convert to new WSATC standards format.**

M/S/C to approve with update into new standards and with the amendment to the name change of “*Greater Puget Sound Area Sheet Metal Apprenticeship Committee*”

## **17. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
- Section VII: Apprentice Wages and Wage Progression
- Section X: Administrative/Disciplinary Procedures

M/S/C to approve with the addition of III.A.9 specified “deemed” to mean “utilized as the ability to ‘determine’ what additional training classes are needed for a TERO direct entry person not meeting minimum qualifications”.

## **18. PUGET SOUND ENERGY COMPANY APPRENTICESHIP COMMITTEE**

- Section VIII: Work Processes

M/S/C to approve with update into new standards and remove the term "demonstrate" in Section VIII.

## **19. SEATTLE AND VICINITY SPRINKLER FITTERS APPRENTICESHIP COMMITTEE**

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section IV: Term of Apprenticeship
- Section VII: Apprentice Wages and Wage Progression

M/S/C to approve with the understanding that modifications may need to be made to the EEO plan to comply with Washington State or Council's directives. I further request of the Department to assure that the standards are in compliance.

## **20. SIGNAL ELECTRIC APPRENTICESHIP STANDARDS**

Change Introductory Statement of Sponsor

- Section II: Minimum Qualifications
- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
  - A. Selection Procedures
  - B. Equal Employment Opportunity Plan
- Section VI: Ratio of Apprentices to Journey Level Workers
- Section VII: Apprentice Wages and Wage Progression



Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedures  
**Convert to new WSATC standards format.**

M/S/C to approve with update into new format and with moving Section II. OTHER 2) to Section X. P.

**21. SOUTHWEST WASHINGTON ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE**

Section II: Minimum Qualifications

M/S/C to approve with the removal of Section II. a. items i.– vi on request for revisions.

**22. SOUTHWEST WASHINGTON ELECTRICAL WORKERS APPRENTICESHIP COMMITTEE**

Section II: Minimum Qualifications

M/S/C to approve with the removal of Section II. a. items i.– vi on request for revisions.

**23. TRANSALTA-CENTRALIA GENERATION LLC – IBEW 125 JATC**

Section VIII: Work Processes

M/S/C to approve.

**24. VANCOUVER MACHINISTS AND AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE**

Section VIII: Work Processes

M/S/C to approve.

**25. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE**

Revise existing occupations to read:

<b>FROM:</b> Barber	<b>TO:</b> Barber II
<b>FROM:</b> Cosmetologist	<b>TO:</b> Cosmetologist II
<b>FROM:</b> Esthetician	<b>TO:</b> Esthetician II
<b>FROM:</b> Manicurist	<b>TO:</b> Manicurist II

**ADD OCCUPATIONS:**

Barber	(DOT 330.271-010)	2,000 hours
Cosmetologist	(DOT 330.271-010)	3,000 hours
Esthetician	DOT 330.271-010)	2,000 hours
Manicurist	DOT 330.271-010)	2,000 hours

Section I: Geographic Area Covered

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

A. Selection Procedures

B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedure

**Convert to new WSATC standards format.**

M/S/C to approve with update into new format.

**26. WESTERN WASHINGTON MASONRY TRADES APPRENTICESHIP COMMITTEE**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures

**Pulled from the agenda** per Sponsor's emailed request to pull the standard request from the agenda and to return on the January agenda.

**27. WESTERN WASHINGTON SHEET METAL JATC**

Delete Skilled Occupational Objective(s):

Environmental Control Systems Craft Worker	(DOT 637.664-010)	8,000 hours
Marine Sheet Metal Worker	(DOT 204.281-010)	6,000 hours
Nondestructive Test Technician	(DOT 199.361-010)	8,000 hours

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
B. Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedure

Section XI: Committee – Responsibilities and Composition

M/S/C to approve with the exception of Section X, Administrative/Disciplinary Procedures

Cancellation Of New Apprenticeship Committees:

**NONE**

Cancellation Of Apprenticeship Standards:

**28. CHEMI-CON INDUSTRIAL MAINTENANCE ELECTRICIAN**

(Sponsor's Request – one apprentice has voluntarily cancelled)

**29. DRUG ABUSE PREVENTION CENTER (Contract Coordinator)**

(Sponsor's Request – no apprentices – no utilization of program)

**30. DRUG ABUSE PREVENTION CENTER (Substance Abuse Counselor)**

(Sponsor's Request – no apprentices – no utilization of program)

M/S/C to approve items 28 – 30.

**ADMINISTRATIVELY APPROVED REVISIONS:**

31. **BENTON RURAL ELECTRICAL ASSOCIATION APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
32. **CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
33. **CHEMI-CON INDUSTRIAL MAINTENANCE ELECTRICIAN**  
Section XI: Committee – Responsibilities and Composition
34. **CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition  
Section XII: Sub-committee
35. **EASTERN WASHINGTON – NORTHEAST OREGON PIPE TRADES APPRENTICESHIP COMMITTEE**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures
36. **EASTERN WASHINGTON-NORTHERN IDAHO CARPENTERS APPRENTICESHIP COMMITTEE**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures
37. **EASTERN WASHINGTON, NORTHERN IDAHO, AND MONTANA ASBESTOS WORKERS APPRENTICESHIP COMMITTEE**  
**Convert to new WSATC standards format.**
38. **GRAYS HARBOR P.U.D. NO. 1 APPRENTICESHIP COMMITTEE**  
Section IX: Related/Supplemental Instruction
39. **INTALCO ALUMINUM CORPORATION JOINT APPRENTICESHIP TRAINING COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
40. **J.R. SIMPLOT CO. QUINCY – INDUSTRIAL MAINTENANCE MECHANIC**  
Section XI: Committee – Responsibilities and Composition
41. **LEWIS COUNTY P.U.D. APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
42. **MASON COUNTY P.U.D. #1 APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
43. **MUNICIPALITY OF METROPOLITAN SEATTLE/ATU LOCAL 587 APPRENTICESHIP COMMITTEE**  
Cover Page & Throughout Standards, **CHANGE NAME TO READ:**  
“KING COUNTY METRO/AMALGAMATED TRANSIT UNION, LOCAL 587 APPRENTICESHIP COMMITTEE”  
Introductory Note (paragraph)  
Section XI: Committee – Responsibilities and Composition (paragraph only)

**Convert to new WSATC standards format.**

- 44. NORTH CASCADE EYE ASSOCIATES**  
Section XIII: Training Director/Coordinator
- 45. NORTHEASTERN WASHINGTON-NORTHERN IDAHO SHEET METAL APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
- 46. SEATTLE AND VICINITY SPRINKLER FITTERS APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 47. SNOHOMISH COUNTY P.U.D. NUMBER 1 APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
- 48. SOUTHEASTERN WASHINGTON/NORTHEASTERN OREGON SHEET METAL WORKERS APPRENTICESHIP COMMITTEE**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures  
Section XI: Committee – Responsibilities and Composition
- 49. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
A. Selection Procedures
- 50. TRANSALTA-CENTRALIA GENERATION LLC – IBEW 125 JATC**  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 51. VANCOUVER MACHINISTS AND AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE**  
Section XI: Committee – Responsibilities and Composition
- 52. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (Lineman 1185)**  
Name Change TO: “Pacific Power & LU 125 JATC”  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 53. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (Meterman 1186)**  
Name Change TO: “Pacific Power & LU 125 JATC”  
Section IX: Related/Supplemental Instruction  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator
- 54. WASHINGTON PACIFIC POWER & LIGHT & LU 125 JATC (Wireman 1187)**  
Name Change TO: “Pacific Power & LU 125 JATC”

Section IX: Related/Supplemental Instruction  
Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**55. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**56. WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**57. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE**

Section XI: Committee – Responsibilities and Composition

**58. YAKIMA FIRE DEPARTMENT FIRE MEDIC STANDARD**

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 31-58.

**GOOD AND WELFARE**

Chairman Crow reminded for anybody who would like to say something on Good and Welfare, that's exactly what that means – 'Good and Welfare'.

Ms. Mason inquired of the Chair that in the Compliance Review and Retention Subcommittee meeting he said they would take comments in this quarter, January, and April meetings.

Chairman Crow affirmed the inquiry. He said for anybody who would like to make comments about compliance and retention issues, they were invited to come to the subcommittee meetings the day before the regular Council meeting, usually Wednesday at 9:00 a.m., right after the regular business. The subcommittee would love to have your comments. Written comments can be submitted. We would like to have your comments on what you think some of our goals should be as far as apprentices completing programs.

Chairman Crow also announced that today at 5:00 p.m. a journeyman member of the Operative Plaster Cement Masons, Mr. Tim Hornsby, is going to be sworn in as the legislative representative for the third district here in Spokane. And he is a very good friend of apprenticeship programs. And I'm sure he will work with all of you and this Council in promoting apprenticeship. And if you can attend the swearing in, or you're interested in that, it's at 127 East Augusta at the carpenter's union building at 5:00 p.m.

Vice-chair Nichols urged the Council to endorse the agency's request regarding apprentice utilization from an executive order. It was already approved in our report, so we are moving forward to support that as a Council.

Secretary Woods thanked the Council for taking that official endorsement of that proposal and the Department will be working with the various parties to see that hopefully that will be passed by the legislature in the coming session.

Bob Roberts thanked the Council and the directors from the State of Washington and the rest of the nation. He reported that back in Saint Paul, Minnesota in August, they inducted him into the

Hall of Fame in the Department of Labor. He wanted to thank them very much for their doing that and to have that honor. That was very special and great. It was the United States Apprenticeship Association and in the Department of Labor in Washington D.C.

**DATE AND LOCATION OF NEXT MEETING:**

JANUARY 15 - 16, 2004  
DEPARTMENT OF LABOR & INDUSTRIES  
7273 LINDESON WAY SW  
TUMWATER, WA 98501

**FUTURE MEETING SITES:**

APRIL 2004	BELLINGHAM
JULY 2004	VANCOUVER
OCTOBER 2004	SPOKANE
JANUARY 2005	TUMWATER

**ADJOURNMENT – THURSDAY SESSION AT 12:08 P.M.**

**ADJOURNMENT OCTOBER 2003 WSATC MEETING (9:23 a.m.)**